

Goal statement for working group

Strawman

Our working group needs clear, measurable goals. The purpose of adopting the 8th principle is to drive action by the congregation. Requiring any action toward implementation of the principle as a prerequisite for adoption really doesn't make sense.

Proposed goals:

- 1) Congregational adoption of the 8th principle AND commitment to implement it as individuals and as a congregation - suggested target date Mar 2021
- 2) Development of an implementation plan - suggested target date May 2021

Achieving these goals will require work by the working group;

- 1) Need to develop a detailed plan for achieving these two goals
- 2) Internal education to enable meaningful discussions leading to decision making and to allow working group members to act as ambassadors to the rest of the congregation
- 3) Determination of the conditions necessary for adoption, for example, what percentage of the congregation must commit to action.
- 4) Produce a specific recommendation to the board
- 5) Education of congregation - limited to what is needed for adoption
- 6) Communicate to the congregation about what they will be committing to
- 7) Development of the implementation plan - this can begin before the principle is adopted, but there is a risk that what is finally adopted may not support all aspects of that plan
 - a) Plan should be supported by metrics

While the goals mentioned above do not require action by the congregation towards dismantling racism this year, they also do not prevent it. Moving forward on this front is possible, but the priority of

this working group should be to gain adoption of the 8th principle so that the congregation has a framework for action.